

LABOUR MARKET IN UKRAINE: PROBLEMS AND PROSPECTS

Today, it is difficult to imagine the functioning of other types of market without labour market, because labour, alike as capital and land, is a basic economic resource. Therefore the problem of functioning of this market is a really complex phenomenon for the economy.

Labour market is one of the most problematic markets, because it permanently balances on the conflict between economic, political and social interests. One of the peculiarities of the labour market is that its basic problem — unemployment — will always exist independently from the supply and cost of labour. There always will be people, who for different reasons, for example voluntary, are unemployed, it means that there always exists a natural unemployment rate [1].

In 2008 such a phenomenon as economic crisis in countries of Europe was faced. This phenomenon of course appeared in Ukraine. During the economic crisis, the slump of public production and revisions of financial politics the supply of labour are running downhill. Since enterprises are closed because of their failure, a monopolization of market happens, which means that large-scale concerns, understanding the desperate situation of the population, set the lowest reward for labour, the conditions of work become worse and all this creates demotivating character for the development of labour potential. A decrease in production on the one hand, and low efficiency of organization of production and labour on another, increase the scale of «incomplete use» of workers. The decrease of general standard of life of the population results in overemployment among studying youth, who have to work in spare from studies time. The amount of supply increases due to graduating students, that's why, the absence of the mechanism, that regulates employment of graduating students, results in serious problems. The youth lose the value of professionalism and this causes anxiety. We see a clear tendency of degradation to lumpens among the youth, that in short-term prospective will affect the social structure of the society. The absence of proper attention to the vocational orientation brings about a daunting problem of misbalance

of demand and supply of labour force in Ukraine. Scales and level of professional preparation of workers of mass professions mismatch the perspective requirements. Redistribution of employed in the industries, both necessary and progressive, not only exceeds present possibilities of national economy but also quite often is realized irrationally (too many security structures and deficit of teachers and medical workers).

The situation took a turn for the best in 2012. There was no some special dynamic of development of labour market, but the situation stopped to become worse. Nevertheless, the enterprises and producers became more active and interested in skilled labour, non-material motivation of potential workers and their public image. The employers chose the tactics of stability, i.e. they treated qualified specialists more diligently. Fortunately, last year the number of employment layoffs decreased to 10-15 %, today there is also a tendency of wage-push [2].

We cannot say that nowadays there is no threat of worsening of situation at the labour market. Scientists speculate about the second wave of economic crisis and such risks as devaluation of the national currency, external economic risks and shortage of financing of enterprises and this don't imply the improvement for labour market. But generally it seems that the situation will be at least at the same level as in 2012. We still have problems with the level of unemployment. According to the information from the Center of Employment, there are more than 465.3 thousand of jobless and half of them are women [3]. Young people with small experience or without it represent about 40 % from average sum of people who want to become employed. At least every second unemployed is the rural inhabitant.

Now it is necessary to speak about the most demanded professions, because many people are faced with such questions as to what job it is better to choose, where are the best salaries etc. According to the statistics of Center of Employment there is a following list of such professions:

1. Director of procurement
2. Software developer and programmer
3. Technical assistants
4. Marketing manager
5. Sales and regional representatives
6. Accounting executive

Concerning the most highly paid job, from the already mentioned statistics of the Center of Employment it appears that at the first places

are programmers and top-managers. Averagely they earn about 25-50 thousand UAH per month, depending on their qualification and experience.

Drawing a conclusion from all the above mentioned, we understand that the tendency for improvement of the labour market really exists, but there is also a great amount of problems, which have to be solved. Our state needs to soberly look at these problems and, foremost, to propose the best politics to follow the interests both employers and employees, because still labour market in fact belongs to employer. Ukraine needs to increase the amount of enterprises, and, consequently, the amount of available workplaces. It is necessary to note, that it is useful to start from creating or reconstructing the plants, factories and other industrial objects, because many people are specialized in engineering and machinery construction but they cannot be involved nowhere, because of the absence workplaces. Further, it is necessary to revise the conditions of work where the employees will be, add some social privileges and insurance, moreover, it is necessary for the enterprises to balance the salary rate: not bordering with a living wage, but also not bringing losses to the producer.

References

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3. Labour-market in Ukraine in 2013: forecast of specialists [Electronic resource] // Access mode: <http://comments.ua/money/395226-rynok-truda-ukraine-2013-godu.html>.

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UKRAINE IN THE INTERNATIONAL MARKET OF INTELLECTUAL RESOURCES

Economy, based on concrete and iron, under the influence of changes in the conditions of market relations on the international scene is gradually replaced by the economy, based on ideas and knowledge, in which intellectual property is one of the main values. In the economy, a new type of national wealth is ensured through the creation of knowledge